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Title: Los Alamos National Laboratory's Contingent Labor Transformation
with SAP Fieldglass

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Fieldglass to further our Contingent Labor Program

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Los Alamos National Laboratory's Contingent Labor Transformation with SAP Fieldglass

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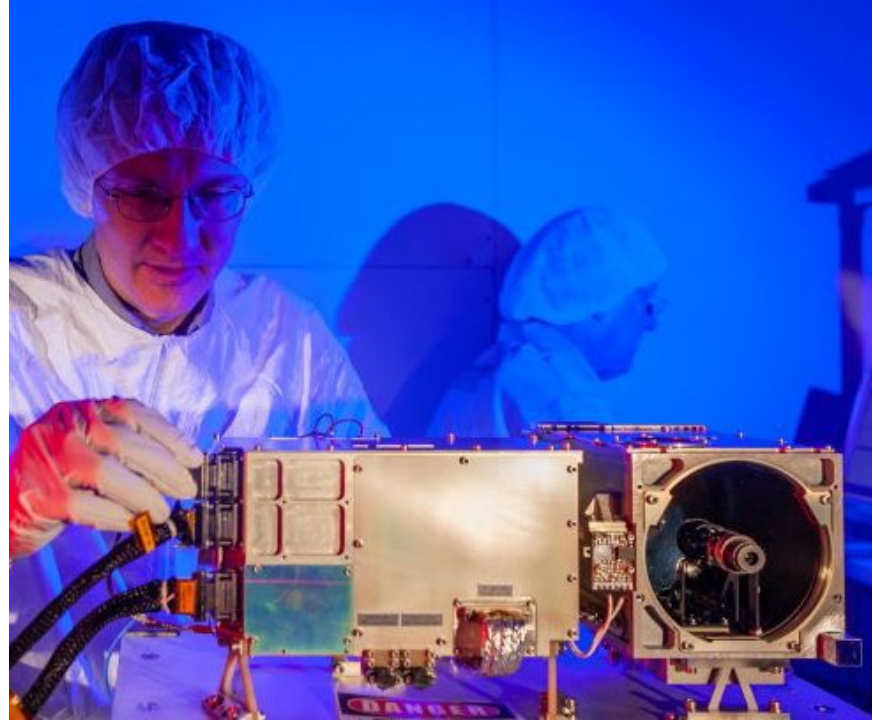
Who We Are...

- Los Alamos National Laboratory was managed by the University of California for 60 years and UC remains a managing partner in Triad today
- Located in Los Alamos, NM about a 45 minute drive northwest of Santa Fe
- Established in 1943 as part of the Manhattan Project to build the first Atomic Bomb during WWII
- Statistics on Headcount as of 3/2021
 - Regular Employees – 9,318
 - Contingent Labor - 365



LANL's Journey to a Fieldglass Implementation

- LANL continues to expand our mission, increasing demand for a robust Contingent Labor program
- Our remote location makes finding and attracting workers difficult
- Our existing Contingent Labor program did not cover all workers or contracts
- We had outsourced management services, including a Fieldglass instance that was 3rd party managed
- End of life of our current contract for Contingent Labor management propelled us to pursue a comprehensive change to our approach



LANL's Selection of SAP Ariba and Fieldglass Solutions



- LANL was preparing for a complete Transformation of Procurement Processes and Tools in Summer, 2019
- The requirement for a provider with full Source to Pay modules was a primary driver in our selection process
- Fieldglass was being utilized in our Contingent Labor current program and LANL managers and suppliers were familiar with it
- LANL also utilizes SAP's Concur system for Travel Expenses
- We wanted to leverage a continuous improvement roadmap for our platforms requiring a mature partner with a strong commitment to customer satisfaction
- Decisions remained on what operating model to use for Contingent Labor –
 - Self Managed vs MSP



Goals for our Contingent Labor Transformation

- Cost Savings
 - Overall reduction in program management costs through insourcing ownership and support of the Fieldglass tool
- Meet expanding mission needs
 - Including critical path resource needs – Classified Escorts, Safety Basis, Capital Projects support, etc.
 - Breadth and Depth in recruiting workers to Los Alamos
- Efficiency
 - Automation of timecard approvals
 - Access to detailed timecard data for use in our Financial Management Systems
- Visibility into all Contingent Labor in a single platform
 - Including standardized labor categories and rates and increased competition
- Compliance
 - Improve audit results on our T&M Subcontracts
 - Service Contract Act data reporting
- Supplier Partnership Enhancements
 - Ability to evaluate supplier performance and create key partners
 - Cash flow to suppliers with timely invoice payment based on FG timecards



Our Solution

- Implemented Fieldglass and opted to manage in-house
 - Visibility and Efficiency goals achieved with implementation
 - Control of our implementation allows us to optimize business processes and integrations between Fieldglass and Ariba
- Selected a Managed Service Provider (MSP) – AgileOne
 - Brings supplier partnerships and expertise in identifying and sourcing key talent
 - Provide program and market insights allowing us to quickly upskill our program
 - Identification of labor categories and standardized rate cards
 - Day to day operational support
- Established an Internal PMO
 - Small team representing Procurement and HR
 - Provides oversight of the MSP
 - Establishes contracts directly with labor suppliers



The Journey Continues

Where We Are

- Implemented Fieldglass in December, 2020
- Pilot with several labor suppliers allowed us to optimize processes prior to full roll out



Where we are Going

- Finalizing RFP and contracts with additional labor suppliers
- All Contingent Labor running through new Program by end of summer
- Roadmap plans to implement Fieldglass Services Procurement for other Task Labor Contracts

